

## COMPENSATION & BENEFITS

Annual Salary: \$194,021—\$293,667

The appointee will receive an annual salary, commensurate with qualifications and earning history, as well as an excellent program of benefits that allows employees to choose the benefits that meet their specific needs.

The package includes:

- Retirement plan - a contributory defined benefit plan
- Cafeteria Benefit Plan
- Flexible Spending Accounts
- Savings Plan (401K)
- Deferred Compensation Plan (457)
- Holidays - 11 paid days per year
- Transportation Allowance - \$559 monthly



## HOW TO APPLY

This position will be open from **January 14, 2016**, until filled. Qualified candidates are encouraged to apply early for optimal consideration.

Please go to:

[governmentjobs.com/careers/lacounty](http://governmentjobs.com/careers/lacounty)

in order to submit your application, cover letter, resume, record of accomplishments, verification of degrees, and current salary.

The full job announcement regarding this position may be found on our website at:

<http://hr.lacounty.gov>

For confidential inquiries, please contact:

Bill Dukes  
Department of Human Resources  
Talent Solutions Division  
(213) 974-2454

*Rebuild Lives and Provide for  
Healthier and Safer Communities*



# CHIEF PROBATION OFFICER

## Los Angeles County



**To enrich lives through effective & caring service.**





## THE COUNTY

With a population of over ten million people, the County of Los Angeles has more residents than any county in the nation, and within its boundaries are 88 cities.

As one of the largest employers in Southern California, over 100,000 employees in more than 35 departments provide vital and wide-ranging public services.

Selected by Forbes Magazine as one of America’s Best Employers of 2015, the County’s annual budget for fiscal year 2015-16 is \$26.9 billion.

## THE OPPORTUNITY

The Chief Probation Officer will lead, direct, and organize the nation’s largest probation department as it continues to build an innovative system, and the culture and infrastructure to sustain it. With 6,500 staff and an \$820 million budget, the Department is comprised of 24 field offices, 19 residential treatment camps, and three juvenile halls.

The Chief Probation Officer is key to the success of the County efforts to transform the Department into a truly rehabilitative and restorative justice system. The community at large, and the adult probationers and juvenile offenders supervised by the professionals in the Probation Department, benefit from the rehabilitation and reintegration that the Department provides.

The Chief Probation Officer is a sworn, management position reporting to the Board of Supervisors.

## THE IDEAL CANDIDATE

The Chief Probation Officer will inspire and influence others to the call of public safety, reducing recidivism, and rehabilitating at-risk youth and adults. A visionary and innovative leader, the successful candidate will have a demonstrated ability to meet large scale challenges and drive cultural changes to achieve desired outcomes, even in established and deep-rooted cultures.

We are seeking a candidate who has extensive knowledge of current trends and developments in the fields of probation, juvenile justice and corrections, and piloting holistic and evidence-based innovative programs in these fields. Our ideal candidate has success in bringing together and creating collaborative and effective partnerships with a diverse group of stakeholders to create actionable practices that reflect the County’s values of protecting and serving the residents of Los Angeles County, as well as engaging the community and rehabilitating adult and juvenile populations.

The ideal candidate must lead in establishing a supportive and collaborative environment, and be fully committed to creative and rehabilitative, models, particularly in regard to youth. The candidate will also have success in meeting the unique needs of juvenile populations – within the probation system, and in the Probation Department’s corrections facilities. Demonstrated experience in reducing juvenile recidivism, engaging the community in the rehabilitation of juveniles, and assisting juveniles as they transition into productive adulthood is of critical importance.

## THE QUALIFICATIONS

- A Bachelor’s degree from an accredited college or university in criminal justice, human services, public or business administration, or a closely related field.
- Five years of highly responsible management experience, leading and providing strategic direction to a complex organization in the field of probation (adult and juvenile), corrections, criminal justice, law enforcement, or social welfare.
- Candidates must meet the minimum standards specified in Section 1029 and 1031 of the Government Code for a peace officer under Section 830.5, and other continuing requirements established by law. Final candidates will be subject to a thorough background check.
- The individual hired will have a California Class “C” driver license or the ability to utilize an alternative method of transportation when needed to carry out job-related essential functions.
- U.S. citizenship is required for appointment to this position.

### Additional desirable qualifications:

- A Master’s degree or higher from an accredited college or university in criminal justice, human services, public or business administration, or a closely related field.
- Extensive management experience in such services as delinquency prevention and control, investigation, supervision, and rehabilitation of juveniles and adults, gang supervision and control, and detention and residential treatment of juveniles.
- Demonstrated experience in the development and implementation of cutting-edge, nationwide best practices in the areas of community-based treatment, trauma-informed care, cultural competency, “cottage” residential models, and providing a full continuum of quality healthcare.
- Knowledge of juvenile justice, evidence-based re-entry models, and restorative justice, and the willingness and ability to lead a transformative culture for institutional reform.
- Demonstrated commitment to a new Los Angeles County model for youth in the justice system that is supportive, data driven, culturally competent and guided by research.
- Experience with automated probation case management systems and long-range systems planning.
- Ability to promote a learning environment that emphasizes staff training and professional development in areas that include, but are not limited to, youth developmental stages, brain development, developmental disabilities, substance abuse, mental health, co-occurring disorders, and abuse and trauma.
- Experience creating effective partnerships with community-based organizations, members of professional staff, public officials, justice system agencies, and other partners within the probation and corrections community.
- Ability to interpret and apply California legal codes and statutes relating to juvenile and adult offenders.
- Excellent interpersonal skills and a commitment to continual improvement.

